

OUR DE&I Commitments

We believe we can be best-in-class in diverse representation and foster an inclusive workplace. In addition to the following commitments, we are focused on meaningful conversations to drive a culture of listening and sharing, while living our core values of empathy, empowerment, integrity, collaboration, and agility.

Our Commitment to Our People: Representing the diversity of our communities in our workforce

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1. Advancing BIPOC in Corporate Leadership: We are committing to a goal of 30% BIPOC representation in Director and above positions by 2024.
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2. Increasing BIPOC Representation & Retention: We are committing to a goal of BIPOC representation in 35% of corporate roles by 2025 by improving engagement, development and retention.
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3. Advancing BIPOC in Production Management: We are committing to a goal of BIPOC representation in 65% of people management roles in our production facilities by 2025.
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4. Advancing and Hiring Women in Leadership: We are committing to a goal of women representing 50% of Director and above positions by 2026.
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5. Expanded University Recruitment: We are establishing recruitment and engagement efforts to reach students at Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs).
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6. Voluntary Self-Identification: We offer expanded voluntary self-ID options for gender identity, sexual orientation, diverse-abilities, and military background to support our ability to understand our workforce and provide the inclusive benefits and resources for all employees to thrive.

Our Commitment to Our Product: Serving the needs of diverse consumers and supporting diverse suppliers

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7. Supplier Diversity: We will establish and measure our current spending among diverse suppliers in 2021 and establish a spending goal by end of 2022.
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8. Inclusive Marketing: We are committed to reflecting our consumers' diversity in our innovation, brand strategy, and brand communications by ensuring multicultural representation in our insights, seeking input from diverse stakeholders during campaign development, and increasing partnerships with BIPOC content creators & agencies in support of our supplier diversity commitments.

Our Commitment to Our Purpose: Driving change in our community and marketplace

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9. Community & Philanthropy: We will support the communities where we live and work through annual donations, volunteering, in-kind giving and targeted efforts with a focus on education and eliminating racism & inequity in all forms.
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10. Economic Development: We are committed to providing BIPOC entrepreneurs and small business owners with business education and information, mentoring, and skills-based volunteerism to accelerate the growth of their businesses. By directing financial and intellectual capital through community partners, we are committed to economic equity in our communities.